

CIA offers a wide variety of jobs for college graduates and non-college graduates. For example, it can use engineers, doctors, historians, economists, physical and biological scientists, business administrators, mathematicians, cartographers, accountants, purchasing agents, electronics technicians, machine tabulators, translators, librarians, printers, photographers, telephone operators, and many others. It uses a large number of clerical employees for typing, filing and related purposes. Most employees work either in Washington or abroad.

Employees are paid in accordance with Civil Service scales. Starting salaries are usually at the level of \$3000-\$4000 per year, going up to the level of \$11,000-\$12,000. (A few "super-grades" are available to senior employees on recommendation of a special board.) Good insurance and retirement plans are offered along the lines common within the government.

Standards of selection in CIA are rigorous, and promotion is by no means automatic. CIA takes on the average of only 10% of prospective employees, and it operates under a policy which requires more than just "getting by." It offers no encouragement to mediocrity.

On the other hand, for those who are selected and prove their merit, there is a carefully designed program which assures each individual a chance to round out a useful and satisfactory career.

Every employee of CIA is of personal interest to the CIA career management people. An employee's preferences for a career

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within the Agency are made a record when he is employed, and he or she is given counsel and guidance as to type of training necessary to reach career objectives. This is in addition to the training available to improve performance of employees in their present positions and to qualify them for assignments of greater responsibility. A CIA employee is evaluated realistically, and long-range plans are prepared for them on a career basis. This is a cooperative effort between employees, supervisors, and career service officials. Assignments, transfers, re-assignments, and operational necessities are also discussed with the employee as part of this career program training.

Among the qualifications for most intelligence jobs is a bachelor's degree or the equivalent from an accredited college or university. Also required are willingness as well as physical and emotional fitness to serve in the foreign or domestic field. Employees are given medical and psychological testing. Throughout the training process, individuals are from time to time screened out when their progress is not up to the expectations of the Agency or fails to maintain the required standards.

For all successful CIA employees, there is a "Career Service" program in the context of which individuals can work out their job problems with expert advice under conditions of reasonable job security. For younger employees there is a program designed specifically to make intelligence "professionals" out of promising

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young men and women with the prospect of landing eventually in key agency jobs. The Agency is not in any sense military, over 90% of its employees being civilian.

CIA provides training programs after employment. It can send employees to colleges and graduate schools and to Department of Defense schools such as the National War College, the Armed Forces Staff College, and the Strategic Intelligence School. It has its own courses in various subjects of interest to it. It encourages employees to develop proficiency in some forty foreign languages of varying degrees of difficulty, offering cash awards for efficiency attained.

The attractions of work in the Central Intelligence Agency lie in the satisfaction of doing something of importance for the good of the United States; working with a highly selected group of people on matters that are often of more than routine interest; and in the relative security of government employment.